

Baidu's Human Rights Policy

Respect for human rights is one of Baidu's core values.

In accordance with the *Universal Declaration of Human Rights*, the *International Covenant on Economic, Social and Cultural Rights*, the *United Nations Guidelines for Business and Human Rights*, and the *ILO Declaration on Fundamental Principles and Rights at Work*, Baidu hereby formulates *Baidu's Human Rights Policy* as a signatory of the UN Global Compact.

The Policy applies to Baidu Inc, the entities that it owns, the entities in which it holds a majority interest, and organizations that it manages. We identify, prevent, and mitigate human rights risks in relation to business activities and value chains for our employees, suppliers, partners, users, communities, and other stakeholders through human rights due diligence. Meanwhile, we are committed to providing or engaging in fair and equitable remedies for identified negative human rights impacts caused by business activities. Besides, we require Baidu's partners and suppliers to comply with the Policy and encourage them to develop an equivalent one.

The Policy is approved, promulgated, and supervised by the Baidu ESG Committee, to which the ESG Working Group report regularly on the process of work in this area.

I . Employees

1. Baidu promises and guarantees to provide a workplace where all people (including part-time employees, outsourcing staff, and temporary visitors) are treated with dignity and respect.
2. In terms of recruitment, employment, training, promotion, and compensation policies, we provide equal opportunities for everyone regardless of their gender, race, ethnicity, color, age, nationality, religion, physical disabilities, marital status, and other legally protected characteristics.
3. We adopt a zero-tolerance policy to any form of harassment, abuse, coercion in workplaces and any work-related circumstances outside the workplace, and protect employees, in particular female employees, from unfair treatment and retaliation.
4. We provide a safe and healthy workplace for our employees, abide by applicable safety codes, eliminates known safety hazards, and takes appropriate measures to prevent potential safety hazards.

6. We carry out Baidu Human Capital Index Survey annually to understand employees' job satisfaction and problems they encounter in their work, which provides recommendations and references for optimizing and improving company management initiatives.

7. We support free speech and encourage open communication. When dealing with grievances, the principle of openness and honesty is applied. When faced with a work-related dispute, employees can give feedback through the designated email address, intranet platform, and other channels, the person in charge will promptly contact the employee and actively seek solutions to the dispute.

8. We are committed to ensuring the equal rights of employees through a smooth reporting mechanism that allows them to report to the Committee of Professional Ethics anonymously or under real name via phone, email, suggestion box, and other channels (see *Baidu Professional Ethics Reporting Management Regulations*). Baidu fairly handles the reporting information and protects whistleblowers in accordance with relevant laws and regulations, ensuring that employees will not be dismissed, demoted, suspended, intimidated, harassed, or otherwise treated unfairly as a result of reporting through legal channels.

9. We promise to pay wages, social insurance, and benefits to employees in full and on time in compliance with national laws and local regulations, pay attention to the physical and mental health of our employees, and organize a variety of employee care activities to help them maintain a proper work-life balance.

10. We respect freedom of association, respect our employees' rights to join, form, or not to join a labor union in accordance with local laws and regulations. Where employees are members of legally recognized labor unions, we are committed to engaging in friendly dialogue and collective bargaining with the union or employees' representatives.

11. We don't use child labor and prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required in conformity with legal provisions.

II . Suppliers and Partners

1. Baidu has included human right performance and employment standards of suppliers into the scope of qualification audit. We require our suppliers to do the following:

(1) Meeting the minimum age requirement or be over 16 years of age (whichever is higher) at the time of recruitment and do not use workers subjected to any form of coercion or duress;

(2) Respecting the right of employees to participate in lawful associations and labor unions of their own free choice;

(3) Providing safe and healthy working conditions for employees and guaranteeing operations and facilities that meet international safety standards;

(4) Abiding by applicable labor and employment laws and regulations and their provisions on minimum working periods, working hours, and social security.

2. We request suppliers and business partners to be subject to audit by Baidu or its delegates for the following terms and conditions as necessary:

(1) Human rights (freedom of movement, non-discrimination, dispute resolution, etc.);

(2) Employment (child labor, forced labor, wages, etc.);

(3) Working and living conditions (workplaces, canteens , and dormitories, etc.).

3. We fully respect the legitimate rights and interests of our suppliers in providing services to Baidu and look forward to working with our suppliers and partners to create an equal and mutually beneficial upstream and downstream relationship.

III . Users

1. Protecting users' personal information is a basic principle of Baidu, and Baidu takes reasonable measures to protect users' personal information in accordance with [General Principles of Baidu's Privacy Policy](#) and privacy policies of all products. Except as provided by laws and regulations, Baidu shall not make public, disclose users' personal information to any third parties without the consent of users. Baidu adopts professional encryption technologies to protect the confidentiality of the data and ensure the safety of users' personal information.

2. All products and platforms of Baidu respect and protect users' rights of free speech in accordance with national laws and regulations and the [Baidu Content Ecosystem Management Standards](#).

3. We are committed to providing quality products, content, and services, and to reviewing relevant content and services in accordance with legally established management standards to protect users from violence, discrimination, and other harmful information.

IV . Communities

1. As part of the communities in which we operate, we respect all the legal rights of residents, encourage and value local employment, and maximize local hiring.

2. We take corresponding steps to avoid or mitigate any negative impact that our daily operations or other activities may have on the communities and its residents.

3. Adhering to our social responsibility philosophy of "technology for a better future", we relentlessly explore the use of innovative technologies to solve social problems, fulfill our social responsibility as a corporate citizen, and support local development.

If you have any views or suggestions, please send an email to esg@baidu.com

For more information, please refer to Baidu ESG Website: <http://esg.baidu.com>